



HQ Air Force Personnel Center



Program Management Career Program

Lynn Matsler Brod
Program Management Career Field Management
Team

Overview

AFPC



- Program Management Career Field (PMCF) Position Coverage
- AFPC Reorganization to Support Civilian Career Field Management
- Promotion Plans
- Training & Development

Emerging Force Development focus

PM Career Field Position Coding

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AFSC	Occ-Series	% Skill Code	Skill Code (First Skill Code)	Position Career Category Code	Career Field ID
63A 602C0 (GS-15 only)	1101	At least 50%	CMCUNBZAF	A	R
63A	1101 Assigned to SAF/AQX or AFPC/DPKM	Any %	Any CMCUNB Skill Code	May be blank	R
63A	0301 Assigned to SAF/AQX or AFPC/DPKCM	Any %	Any Skill Code	May be blank	R
63A	0343 Assigned to SAF/AQX or AFPC/DPKCM	Any %	Any Skill Code	May be blank	R

PM Career Field Position Coding

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- Exceptions:
 - Position has a 50/50% skill code split with another career field and the position's primary purpose is NOT acquisition program management
 - Code with career category and AFSC of the primary skill
 - Review occupational series
 - Position Career Category of V (oversight) may also be appropriate at MAJCOM and higher headquarters levels
 - AFSC 90GO is appropriate for SES level positions
- Data in UMD and DCPDS should match

http://www.safaq.hq.af.mil/acq_workf/career_training/apdp/posn_revalidation.html

Centrally Managed PMCF Positions

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- PMCFMT centrally manages all GS-13-15 (and equivalent) positions assigned to the PM career field
- Management/Classifier must
 - Pre-coordinate all changes to career field positions
 - Pre-coordinate new positions and additions to career field
 - Pre-coordinate movement of positions out of career field
- All fills must be worked through AFPC/DPC
- Positions designated by coding Centrally Managed Position Type:
 - 2 – Centrally managed
(formerly PMCP covered positions)
 - 3 – Career broadener
 - 6 – Palace Acquire (PAQ) Intern

PMCF 1101s by Command**

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<u>Command</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>Total</u>
ACC* 2	8	1	11			
AETC			2	3		5
AFMC 19	237	459	141	103	969	
AFSOC	1	1	2			
AFSPC	3	28	36	16	7	90
Joint/Unified*		2	17	8	3	30
Other*	1	5	1	4	11	
<u>SAF/AF</u>	<u> </u>	<u> 3 </u>	<u> 3 </u>			
Totals 24	279	522	166	117	1,111	

* Organizations grouped together

** APDP = A or CMCUNBZAF Skill Code = 50% or greater

PMCF 1101s by Location**

AFPC



<u>Location</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>Total</u>
Col Springs*	4	25	25	10	4	68
DC*			1	3	10	14
Edwards 61		2	1	50		8
Eglin*	1	13	44	17	7	82
Hanscom	7	52	59	23	17	158
Hill	1	15	11	5	5	37
Kirkland 13			2	7	3	1
LA		2	8	5	5	20
MacDill			16	8	3	27
Maxwell/Gunter 39		4	11	12	7	5
Nellis		5	1			6
Other*		2	4			6
Robins		7	5	3	5	20
San Antonio*	4	10	14	8	1	37
Tinker		9	4	3	5	21
Vandenburg		7	4	1		12

PAQ Interns

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Location	FY0 3	FY0 4	FY0 5
AAC	1	6	0
ESC	1	3	4
OO-ALC			1
SMC			1
SMC Det 11			1
Scott			1
SSG			2
WP-AFSAC			1
WP-ASC	1	7	5
WP-MSG			2
Total Auth.	3	16	18

- PM program started in FY03
-- “baby boomer”
retirements
- Will graduate in FY06, 07,
08

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AFPC Reorganization To Support Career Field Management (CFM)

Career Programs Redefined

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- New terminology
 - Career Programs now called Career Field Management Teams
- Still managed at HQ AFPC/DPK, Randolph AFB
 - PMCP/PMCFMT is no longer responsible for:
 - Announcements
 - Rating and ranking
- PMCFMT Team concentrates on career field planning & development work, career counseling

CFM Responsibilities

AFPC



DPK Career Field Mgmt Teams



DPC Career Field Employment
Teams

- Cyclical studies and analysis
- Written, executable HR plan linked to operational and strategic capability requirements of career field
 - Gap analysis
- Accession Planning
- Force Shaping
- Centralized Budgeting/Programming
- Development

Entire Career Field

- Career Field Staffing
- Career Field Classification
- Career Field Personnel Action Processing
- Standard centralized processing crossing all CF Employment Teams

Entire Career Field
With
CFM Team Oversight

Acquisition Program Management Team

AFPC



- Functional Mgr/Policy Council Chair Blaise Durante

- Career Field Mgr/Dev Team Chief Carolyn Bean Willis
 - PM Civilian Dev Team
 - HQ AF APDP PM Functional Mgr

- PMCP Chief Lynn Matsler Brod
 - Staff Pat Tiner
 Cliff Robertson
 Career Broadener (vacant)

- Career Field Employment Team Chief Olivia Lucero

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Merit Promotion

Tactical Development Template

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Acquisition Program Management (PM)



Leadership

Enduring Competencies

Personal Leadership

- Exercising sound judgment
- Adapting
- Inspiring Trust
- Leading Courageously
- Demonstrating Tenacity
- Leading by Example
- Assessing Self

Leading People/Teams

- Inspiring/Empowering & Exercising Authority
- Fostering Teamwork and Collaboration
- Building Relationships
- Fostering Effective Communication
- Mentoring

Development

Basic Development Education

- Basic Leadership Courses
- **ASBC, SOS, ALS, NCOA**

Experience

- IPT Lead, Education with Industry

Technical

Occupational Competencies

- **Acquisition skills**
- **Staff and support skills**
- **Project Management skills**
- **APDP Level II - any function**

Development

Training

- **ACQ 101**
- **Desired: ACQ 201, 100 Level course in another acquisition career field, APDP Level II in PM**
- 80 Continuous Learning points every 2 yrs

Experience

- **1 year in APDP coded position**
- **1 year in PM coded position**
- Instructor, Project Manager/Officer or other acquisition career field specialist
- **SPO, ALC, Center/Test/Range, Lab**
- IPT member, diversified assignments
- **Desired: 1 year in SPO**

Business

General Business

Skills

- Personnel Management
- Financial Management

Functional Business

Skills

- Business Administration

Development

Desired Education

- **12 semester hours in DAWIA business disciplines**

Training

- Local management courses in above general skills

Education

Desired Education Level

- **BS/BA in engineering, systems management or business administration**

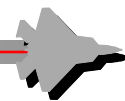
Development

- Degree Programs
- Tuition assistance

Lines in blue incorporated into GS-13 promotion plans

Operational Development Template

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Acquisition Program Management (PM)

Enduring Competencies

Tactical Level Plus:

Leading People/Teams

- Influencing and Negotiating
- Attracting, Developing and Retaining Talent

Leading the Institution

- Commanding
- Translating Strategy
- Applying Resource Stewardship
- Driving Execution
- Driving Continuous Improvement
- Integrating Systems

Development

Intermediate Development Education

- Intermediate Leadership Courses
- **ISS, AAD, SNCOA**

Experience

- Flight/Office/Branch/Section/Team Chief/Deputy
- Squadron CC/Division Chief//Deputy
- **MAJCOM, Joint, Air Staff Action Officer**

Business

General Business Skills

- Personnel Management
- Financial Management
- Integrating Information Technology
- Systems Integration

Functional Business Skills

- Business Administration

Development

Desired Education

- **24 semester hours in DAWIA business disciplines**

Training

- Local management courses in above general skills

Occupational Competencies

- **Program Management skills**
- **Intra-functional broadening**
- **APDP Level II in PM**
- **Acquisition Corps**

Development

Training

- **ACQ 201, PMT 250**
- **Desired: 200 Level course in another acquisition career field, APDP Level III in PM**

- 80 Continuous Learning points every 2 years

Experience:

- **Broadening assignment in another acquisition APDP coded position**
- **Desired: 2 more years in APDP coded position**
- Program Element Monitor

Desired Education Level

- **Masters in engineering, systems acquisition management, business administration, or related field**

Educational

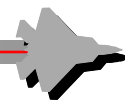
Development

- Degree programs
- CCDP academic programs

Note: Lines in blue incorporated into GS-13/14 promotion plans

Operational Development Template

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Acquisition Program Management (PM)

Enduring Competencies

Tactical Level Plus:

Leading People/Teams

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General Business Skills

- Personnel Management
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Functional Business Skills

- Business Administration

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Training

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Desired Education Level

- **Masters in engineering, systems acquisition management, business administration, or related field**

Educational

Development

- Degree programs
- CCDP academic programs

Note: Lines in blue incorporated into GS-13/14 promotion plans

Strategic Development Template



Acquisition Program Management (PM)

Leadership

Enduring Competencies

Operational Level Plus:

Leading the Institution

- Creating and Demonstrating Vision
- Shaping Strategy
- Driving Transformation
- Thinking/Working Across Boundaries

Development

Strategic Development Education

- Strategic leadership courses
- **SSS, AAD**

Experience

- Group/Wing CC/Deputy
- **MAJCOM HQ, SAF/HAF, OSD/JCS**
Directorate/Division Chief/Deputy
- **2 + bases/installations**
- **Leadership positions in other services/agencies/private sector**

Business

General Business Skills

- Personnel Management
- Financial Management
- Integrating Information Technology
- Systems Integration

Functional Business Skills

- Business Administration

Development

Desired Education

- **24 semester hours in DAWIA business disciplines**

Training

- Local management courses in above skills

Technical

Occupational Competencies

- Cross-functional broadening
- **APDP Level III within 18 months**

Development

Training

- **PMT 302 or PMT 352**
- Desired: PMT 401
- 80 Continuous Learning points every 2 years

Experience:

- **4 years in APDP coded position - 2 in SPO**
- **Broadening assignment in Contracting, Maintenance, S&E, Logistics, Finance, Info Technology, Test & Eval, Plans & Programs**
- **4 years in a CAP**

Education

Desired Education Level

- **Masters degree in engineering, systems acquisition management, business administration, or related degree**

Development

- Degree programs
- CCDP academic programs

Lines in blue incorporated into GS-14/15 promotion plans

PMCP Registration is DOA

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- Career program registration discontinued in Mar 04
- Anyone who believes they qualify may self-nominate for any PM vacancy
- We refer 15 candidates plus those tied with #15
- Please self-nominate only if you would accept the position if offered!!

Filling Centrally Managed Positions

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- All fills must be worked through the PMCF Employment Team
- External promotion certificates are pre-approved for hard-to-fill locations only
- Other requests for external promotion certificates must be pre-approved by the PMCFMT (for GS-13s) or the Career Field Manager (for GS-14s and 15s)
- Management initiated reassignments must be pre-approved by PMCFMT
- Temporary actions over 120 days need PMCFMT approval, provide courtesy notification if less than 120 days

- Why are we so involved?
 - To ensure that the right people with the right preparation are placed in PM positions at the right time in their careers

Types of Announcements

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- INTERNAL
 - Open to AF civilian permanent employees only
 - PMCP announcements typically open for **7 days (NEW!)**

- EXTERNAL
 - Open to those with a valid eligibility status, as stated in the announcement
 - If selected, supporting documentation will be required
 - PMCP announcements typically open for 7 days

- INTERNAL and EXTERNAL announcements look similar
 - Check carefully to be sure you apply to the right announcement
 - Can be both internal and external announcements for the same job

- Announcements can open on any day of the week

Promotion Plans

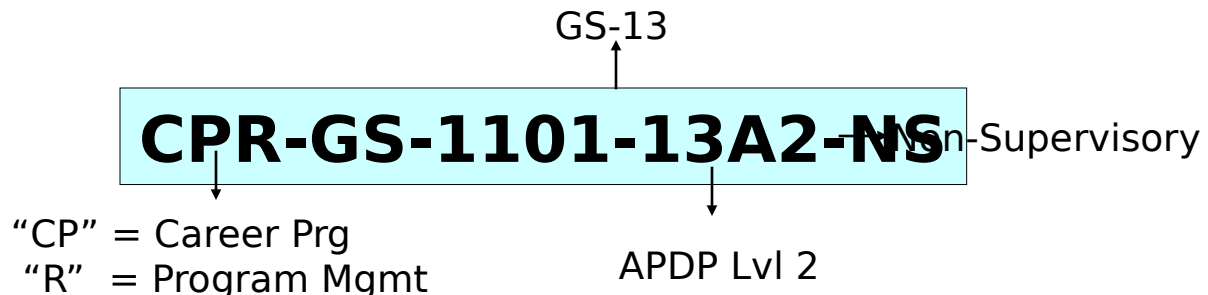
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- Used to rank candidates who self-nominate for centrally managed PMCF vacancies
- PMCFMT Merit Promotion Plan Summary can be found at:

<http://www.afpc.randolph.af.mil/cp/pmcp/docs.htm>

- Plans are categorized by:
 - Grade
 - APDP Level of the position
 - Supervisory or Non-supervisory



CPR-GS-1101-13A2-NS

-S *

AFPC



Points	Requirement
Required	APDP Level II in Any Acquisition Function
Required	12 Months Program Management Experience at GS-12 or greater
1000	APDP Level II in Program Management
1000	12 Months SPO Experience at GS-12 or greater
500	Any Bachelors Degree
400	Any Masters Degree
100	DAWIA/APDP/PM-Enhancing Masters Degree
100	APDP Level III in Any Acquisition Function
100 max	Organizational Mobility: ALC 10, Center/Test Center/Range 10, Lab 10, Other 10; SPO 20; Joint 30; MAJCOM/FOA 30; Department 40; 12 months GS-11 or greater
100 Max *	Geographic Mobility: 25 for Each Location; 12 months GS-11 or greater
75 max	Functional Mobility: 25 for Each Acquisition Function; 12 months GS-11 or greater
25	PME: IDE or SDE
150	12 Months Supervisory Experience at GS-12 or greater

* Supervision added for 2nd level supervisory positions only

* Geographic Mobility pending—Commuting Areas under construction

CPR-GS-1101-14A2-NS

-S*



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Points	Requirement
Required	Acquisition Corps or Corps-Eligible
Required	APDP Level II in Program Management
Required	12 Months Experience (any skill codes) at GS-13 or greater in an acquisition-coded position -OR- 12 Months Program Management Experience at GS-13 or greater
Required	12 Months Program Mgmt. Experience at GS-12 or greater
1000	12 Months SPO Experience at GS-12 or greater
500	Any Bachelors Degree
400	Any Masters Degree
200 max	Organizational Mobility: ALC 20, Center/Test Center/Range 20, Lab 20, Other 20; SPO 40; Joint 60; MAJCOM/FOA 60; Department 80; 12 months GS-11 or greater
200 max*	Geographic Mobility: 50 for Each Location; 12 months GS-11 or greater
150 max	Functional Mobility: 50 for Each Acquisition Function; 12 months GS-11 or greater
100	DAWIA/APDP/PM-Enhancing Masters Degree
100	APDP Level III in Any Acquisition Function
75 max	PME: IDE - 25; SDE - 50
150	12 Months Supervisory Experience at GS-12 or greater

* **Supervision added for 2nd level supervisory positions only**

* **Geographic Mobility pending—Commuting Areas under construction**

Criteria in red font reflects changes from GS-13 template

CPR-GS-1101-14A3-NS

-S*

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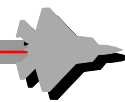


Points	Requirement
Required	Acquisition Corps or Corps-Eligible
Required	APDP Level II in Program Management
Required	12 Months Experience (any skill codes) at GS-13 or greater in an acquisition-coded position -OR- 12 Months Program Management Experience at GS-13 or greater
Required	12 Months Program Mgmt. Experience at GS-12 or greater
1000	12 Months SPO Experience at GS-12 or greater
500	Any Bachelors Degree
400	Any Masters Degree
200	Program Manager's Course PMT-302 or PMT-352
200 max	Organizational Mobility: ALC 20, Center/Test Center/Range 20, Lab 20, Other 20; SPO 40; Joint 60; MAJCOM/FOA 60; Department 80; 12 months GS-11 or greater
200 max*	Geographic Mobility: 50 for Each Location; 12 months GS-11 or greater
150 max	Functional Mobility: 50 for Each Acquisition Function; 12 months GS-11 or greater
100	DAWIA/APDP/PM-Enhancing Masters Degree
100	APDP Level III in Any Acquisition Function
* 75 max	PME: IDE - 25; SDE - 50
* 150	Supervision added for 2nd level supervisory positions only
* 150	Geographic Mobility pending—Commuting Areas under construction
150	12 Months Supervisory Experience at GS-12 or greater

Criteria in red font reflects changes from GS-14, APDP Level II template

CPR-GS-1101-15A2-S

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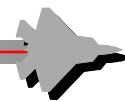
Points	Requirement
Required	Acquisition Corps or Corps-Eligible
Required	APDP Level II in Program Management
Required	12 Months Experience (any skill codes) at GS-14 or greater in an acquisition-coded position -OR- 12 Months Program Management Experience at GS-14 or greater
Required	12 Months Program Mgmt. Experience at GS-12 or greater
1000	12 Months SPO Experience at GS-12 or greater
500	Any Bachelors Degree
400	Any Masters Degree
400 max	Organizational Mobility: ALC 40, Center/Test Center/Range 40, Lab40, Other 40; SPO 80; Joint 120; MAJCOM/FOA 120; Department 160; 12 months GS-11 or greater
400 Max *	Geographic Mobility: 100 for Each Location; 12 months GS-11 or greater
300 max	Functional Mobility: 100 for Each Acquisition Function; 12 months GS-11 or greater
100	DAWIA/APDP/PM-Enhancing Masters Degree
100	APDP Level III in Any Acquisition Function
75 max	PME: IDE - 25; SDE - 50
150	12 Months Supervisory Experience at GS-12 or greater

* Geographic Mobility pending—Commuting Areas under construction

Criteria in red font reflects changes from GS-14, APDP Level II template

CPR-GS-1101-15A3-S

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Points	Requirement
Required	Acquisition Corps or Corps-Eligible
Required	APDP Level II in Program Management
Required	12 Months Experience (any skill codes) at GS-14 or greater in an acquisition-coded position -OR- 12 Months Program Management Experience at GS-14 or greater
Required	12 Months Program Mgmt. Experience at GS-12 or greater
1000	12 Months SPO Experience at GS-12 or greater
500	Any Bachelors Degree
400	Any Masters Degree
400 max	Organizational Mobility: ALC 40, Center/Test Center/Range 40, Lab 40, Other 40; SPO 80; Joint 120; MAJCOM/FOA 120; Department 160; 12 months GS-11 or greater
400 Max *	Geographic Mobility: 100 for Each Location; 12 months GS-11 or greater
300 max	Functional Mobility: 100 for Each Acquisition Function; 12 months GS-11 or greater
200	Program Manager's Course PMT-302 or PMT-352
100	DAWIA/APDP/PM-Enhancing Masters Degree
100	APDP Level III in Any Acquisition Function
75 max	PME: IDE - 25; SDE - 50
* 150	Geographic Mobility pending—Commuting Areas under construction 12 Months Supervisory Experience at GS-12 or greater

Criteria in red font reflects changes from GS-15, APDP Level II template

Management Reassignment

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Balancing Mission Needs with Employee Capability



Qualifications	GS-1101-13	GS-14 and 15
Required	Permanent grade matches position to be filled	Same
Required	12 months experience in an acquisition-coded position at the same or higher grade	Same
Required	APDP certification Level II or III in any career field	Same
Required		Acquisition Corps Eligible/Member
Desired	Baccalaureate Degree	Master's Degree
Desired	Successfully led or supervised a team	Same

Penalties

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- **OLD**

- If you self-nominated and declined consideration or selection you were not referred for 1 year

- **NEW**

- No Penalties - one year test completed
(New!)

***Please...
will***

***Self-nominate only if you
take the job if offered!!***

Mobility

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- If you PCS to a career program position, your move will be funded and you will be provided assistance in
 - Selling your current home
 - Buying a home in the new location
- A relocation bonus is offered at pre-approved hard-to-fill locations
 - Preapproved locations are Los Angeles, Hanscom, and Washington DC
 - The relocation bonus is currently \$7,500

Senior leadership values the depth and breadth of experience acquired by serving in different positions and in different locations

Keep Your Record Current

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- ❑ **Only information in your record can be considered**
 - ❑ Check your records after a PCS, reassignment, promotion, etc., and twice a year at:
<https://www.afpc.randolph.af.mil/afpcsecure/default.asp>
 - ❑ Check and make sure your record is correct before you self-nominate. **Only information in your record can be considered**
- ❑ **You** are the only person responsible for your career and personnel record
- ❑ Updates/corrections require supporting documentation and are worked through
 - ❑ Your supervisor for current position
 - ❑ Your CPF for experience record
 - ❑ AFPC/DPCMC for education, APDP certifications and Acq Corps eligibility/membership
- ❑ Consult your APDP functional manager as needed

Acquisition Corps

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- All GS-14s and above are Critical Acquisition Positions (CAPs) requiring Acquisition Corps eligible/member
 - Acq Corps Qualified Basis = A (member) or E (eligible)
 - Additional information at:
http://www.safaq.hq.af.mil/acq_workf/career_training/apdp/dawia-page.html
 - Acquisition Corps eligibility
 - GS-13
 - Bachelor's Degree
 - 24 semester hours in business related subjects or 24 semester hours in your acquisition career field and 12 semester hours in business
 - 48 months of APDP-coded experience in acquisition
 - Level II certification in any functional area
 - Performance that is "fully satisfactory" in all areas of the
- Authority is CHAPTER 87 of Title 10, United States Code -
DEFENSE ACQUISITION WORKFORCE

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Training & Development

Master Development Plan

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Clarifies Developmental Templates



EXPERIENCE

(Duty Assignments)

- Functional Depth
- Cross-Functional Breadth
- Management/Supervisory
- Organizational Mobility
- Geographic Mobility

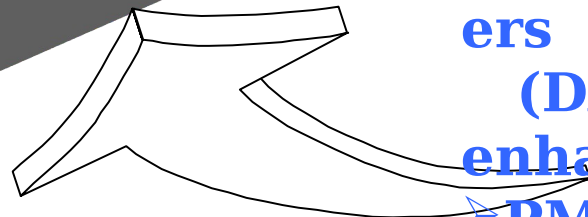
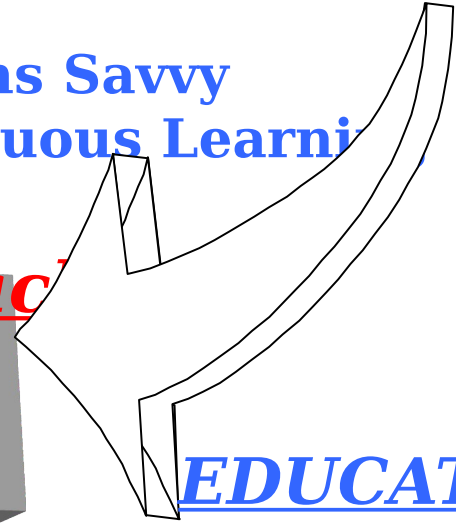
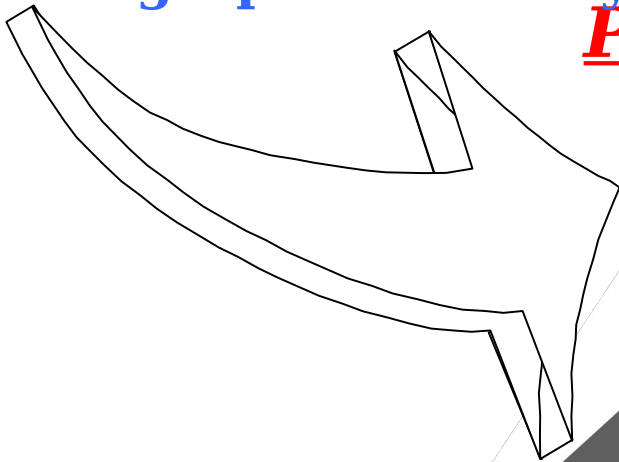
TRAINING

- Acquisition certification
- Management/Leadership/Supervisory
- Systems Savvy
- Continuous Learning

Planned Approach
for
Personal
Development

EDUCATION

- Bachelors/Masters (DAWIA enhancing)
- PME



Developmental Opportunities

AFPC



- Career program registration discontinued in Mar 04
- Target audience for Training & Development
 - Members of PM Career Field
 - Grades GS -12-15 (and equivalent)
- Training provided
 - Tuition Assistance
 - Leadership and Management Courses
 - Education With Industry (EWI)
- Recommendations for CCDP Education/Experiential Opportunities
- Career Broadening (3 positions beginning in FY05)

Tuition Assistance

AFPC



- Available to GS-1101 Interns and GS 12-15 Members of PM Career Field
- Programs offered:
 - 24 hours business related courses (DAWIA requirement)
 - Courses leading to DAWIA-enhancing degree
 - Long Term Training Degree Program leading to DAWIA-enhancing degree (full time or part time)
- Limits
 - Tuition only (no books or fees)
 - Lifetime funding cap per degree (\$14K undergrad/\$12K grad)
 - One degree at each level (baccalaureate, masters)
 - No PHDs
- How to apply:
 - Submit degree plan and notice of acceptance from university
 - Submit a DD1556, with documentation for each course at least 45 days in advance

Leadership & Management Training

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- Available to members of Program Management Career Field, including Military
- Suite of PMCP Policy Council-approved courses
 - Workshops (Capital Hill, White House, Carnegie Mellon)
 - AF Acquisition Program Mgmt Refresher Course
 - OPM (and equivalent vendor) courses in Leadership & Management
- Limits
 - Attend one PMCFMT funded course every two years
 - Organizations often must pay TDY expenses
 - Military typically don't attend OPM courses
- How to apply
 - Request via civilian Career Development Plan (CDP)
 - Military and additional seats filled through open announcement on ListServer

AF Career Field Management Training & Development Guide

<http://www.afpc.randolph.af.mil/cp/guide>

Central Development Programs

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Program	Option	Self-Nom Call	Noms Due	Participation Begins
CCDP	SDE (PME, Rand), ELDP, EIG, Academic Programs	May 05	Jul 05	06-07 Academic Year
LTDP	Degree Program	Mar 05	Jul 05 Nov 05	Sep 05 (Fall Sem.) Jan 06 (Spring Sem.)
EWI	EWI	Aug/Sep	Sep 05	06-07 Academic Year
CB (3 Slots)	Career-Broadening w/in career field, Cross-Functional	Ad Hoc	Ad Hoc	Ad Hoc
	GS-15 (AFSLMO)	Ad Hoc	Ad Hoc	Ad Hoc
ADP	ADP GS-15	Aug 05	Oct 05	
DLAMP	Various	May 05	Jul 05	Various

Blue shading indicates those processes PMCP is involved with under today's process

AFMCDT Recommendations

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- AMCDT verifies nomination is:
 - Right person, right time, right developmental opportunity
 - Requested development is consistent with long-term developmental goal of individual (as expressed on CDP)
 - Individual is highly qualified for the opportunity (has APDP certifications, depth of experience, etc.)
 - Follow-on assignment builds on skills gained through developmental opportunity
- AMCDT recommendations provided to Central Selection Board to assist in AF-wide selection process

Education With Industry (EWI)

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- Available to GS-12-13 members of PM Career Field
- EWI -- a one year assignment to
 - Learn how industry operates
 - Apply new skill set to improve home organization processes
- Limits
 - No central funding of salary to facilitate local back-fill
 - Assignments located in commuting area of current duty station
 - Follow-on assignment/duties must build on skills learned on EWI assignment
- How to apply
 - Request via civilian Career Development Plan (CDP)
- Nominations reviewed and recommended to AFIT by AMCDT using CCDP recommendation criteria

Right person, right time

Right developmental opportunity, right follow-on
assignment

Career Development Plan Summary

AFPC



- **CDP essentially replaces CEP**
- **You must complete one to participate**
 - **Identify long range leadership goal**
 - **Tactical**
 - **Operational**
 - **Strategic**
 - **Identify next assignment, educational, and/or training preferences**
- **You will receive feedback with developmental vectors from the DT**
- **It's up to you to pursue the recommended vectors**

Overview

AFPC



- Program Management Career Field Position Coverage
- AFPC Reorganization to Support Civilian Career Field Management
- Promotion Plans
- Training & Development

Emerging Force Development focus

Websites

AFPC



- **Program Management Career Field Management Team Website**
 - <http://www.afpc.randolph.af.mil/cp/pmcp/>
- **PMCFMT ListServer**
 - <http://www.afpc.randolph.af.mil/lists.htm>
- **CANS for Job Announcements**
 - <https://ww2.afpc.randolph.af.mil/resweb/cans.htm>



U.S. AIR FORCE

QUESTIONS?

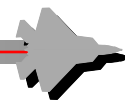
AFPC



Back-Up

PMCF 1101s by MAJCOM

AFPC

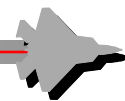


Grouped MAJCOM Codes

MAJCOM	ES00	GS11	GS12	GS13	GS14	GS15	NH02	NH03	NH04	TOTAL
Other										
AF INSPECTION AGENCY						1				1
HQ AIR FORCE WEATHER AGENCY				1						1
AF CIVILIAN CAREER TRAINING				2	1	3				6
AIR FORCE PERSONNEL CENTER			1							1
AF ELEMENTS (OTHER)				2						2
AIR EDUCATION AND TRAINING COMMAND			2	3						5
HQ UNITED STATES AIR FORCE	1								3	4
AF SPECIAL OPERATIONS COMMAND (AFSOC)			1	1						2
AIR COMBAT COMMAND			5	1						6
HQ AF INTELLIGENCE AGENCY		2	3							5
AF MATERIEL COMMAND	10	17	237	409	141	95	2	50	8	969
AF SPACE COMMAND	3	3	28	36	16	7				93
Joint										
AF ELEMENT, US SPECIAL OPERATIONS CMD				16	8	3				27
AF ELEMENT, US STRATEGIC COMMAND			2							2
AFELM US NORTHERN COMMAND				1						1
TOTAL	14	22	279	472	166	109	2	50	11	1125

PMCF 1101s by Grouped Location

AFPC



PROGRAM MGRS and OCC SERIES: 1101											
BASE	ES00	GS11	GS12	GS13	GS14	GS15	NH02	NH03	NH04	TOTAL	
Other				1						1	
ASHEVILLE				1						1	
BRUSSELS				1						1	
ROME			1							1	
LONDON				1						1	
OFFUTT			1							1	
SAN ANTONIO			2							2	
BROOKS		2	1	10	6	1				20	
LACKLAND		2	5	4	2					13	
RANDOLPH			2							2	
EGLIN	2	1	12	43	17	7				82	
HURLBURT FIELD			1	1						2	
MAXWELL				2						2	
MXWELL GUNTER AN		4	11	10	7	5				37	
COLORADO SPRINGS			4		1					5	
PETERSON	1	1	18	24	9	3				56	
SCHRIEVER		3	3	1		1				8	
WASHINGTON DC					1					1	
PENTAGON	1					3			3	7	
FALLS CHURCH				1						1	
CRYSTAL CITY						1				1	
ARLINGTON					1	1				2	
ROSSLYN					1	2				3	